

Dept of DHS-CCUSO (406) Facts – FY '08

http://www.dhs.state.ia.us/



General Information

Address: Cherokee Mental Health Institute
1251 West Cedar Loop, Box 6
Cherokee, IA 51012

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 84	# PT EEs: 0	# Temporary EEs: 10	Average Length of Service: 4.06
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Span of Control: 10.25	% Performance Evaluations Completed: 97%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	23	<25	0	45-54	1	# of Females:	27	# of Males:	57
25-34	24	55-64	15	25-34	3	55-64	1	% of WF:	32.14%	% of WF:	67.86%
35-44	19	65+	0	35-44	3	65+	0	Average Age:	41.20	Average Age:	42.71
Employee Average Age: 42.23				Supervisor Average Age: 40.16				Average Length of Service: 4.10		Average Length of Service: 4.04	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	4	# of African-American:	4	# of Non-minorities:	80
% of Workforce:	4.76%	# of Asian:	0	% of Workforce:	95.24%
Average Age:	35.36	# of American Indian:	0	Average Age:	42.57
Average Length of Service:	3.90	# of Hispanic or Latino:	0	Average Length of Service:	4.07

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	77
% of Workforce:	4.76%	% of Workforce:	91.67%
Average Age:	48.74	Average Age:	41.90
Average Length of Service:	5.29	Average Length of Service:	3.99

Officials/Administrators EEO Category 1: 7	Professionals EEO Category 2: 9	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 63
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 22	Transfer In: 0
Retirements: 0	All Terminations: 4	Voluntary Quits: 5	Transfer Out: 0

# of Classes Used: 14	Most Populous Classes: Psychiatric Security Specialist (63), Treatment Program Sup (5), 4 classes with 2 incumbents each		
Separations - By Class:	Psychiatric Security Specialist (7), Psychology Assistant (1), Treatment Program Sup (1)		
# Eligible for Retirement:	6 in next 5 years	% Eligible: 7.14%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$15,165.00	Sick Leave Payouts: \$0	Annual Payroll: \$3,730,993.05	Avg. Base Salary: \$42,268	Overtime Days Worked: 270.8
Overtime Cost: \$67,918.97	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$190,414.08	Vacation Days Earned: 1,212.9	Vacation Used Expense: \$155,571.27	Vacation Days Taken: 922.6
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,370.2	Reg. Sick Leave Used Expense: \$124,493.79	Reg. Sick Leave Days Used: 767.8	Converted Sick Leave To Vacation Days Used: 60.0
	Sick Leave -Earned Value: \$221,252.39		Avg. Sick Leave Days Per EE: 9.14	Converted Sick Leave To Vacation Used Expense: \$12,745.08
Injury Leave Used Expense: \$475.25	Injury Leave Days Used: 3.1	Classification Appeals: N/A	Reclassifications Up (Filled): 2 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$18,460.00	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 9, 2009